

WEND-FM, WHQC-FM, WKKT-FM, WLKO-FM, WRFX-FM
EEO PUBLIC FILE REPORT
August 1, 2013 - July 31, 2014

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Key Account Coordinator	2, 6, 9-13, 16-18, 20, 22-26, 31, 33, 38-39, 41, 44, 47-50, 53-56	17
Digital Sales Manager	1-16, 18-23, 25-45, 47-55	21
Financial Analyst	2, 6, 9-13, 16, 18, 20, 22-23, 25-26, 31, 33, 38-39, 41, 44, 46-50, 53-55	46
Program Director	2, 6, 9-13, 16-18, 20, 22-23, 25-26, 31, 33, 38-39, 41, 44, 47-50, 53-55	17

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African American Media Incubator Pearl Murphy 2164 Wisconsin Ave., NW Washington, District of Columbia Url : http://www.vc4africa.com/group/africanorthamerica Career Services Manual Posting	N	0
2	All About Country Texas Url : www.allaboutcountry.com Email : webmaster@allaboutcountry.com Career Services	N	0
3	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting	N	0
4	Association for Women in Communications 780 Ritchie Highway S28 Severna Park, Maryland 21146 Career Services Manual Posting	N	0
5	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Fax : 1-760-754-2115 Mark Holloway Manual Posting	N	0
6	Brookstone College 10125 Berkeley Place Drive Charlotte, North Carolina 28262 Phone : 704-547-8600 Fax : 1-704-547-8887 Career Services	N	0
7	Bureau of Indian Affairs 4149 Hightower Blvd Ste 380 Oklahoma City, Oklahoma 73108 Phone : 405-605-6051 Fax : 1-405-605-6057 Joy Martin	N	0

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8	Career Page Website Texas Url : www.careerpage.org Career Services Manual Posting	N	0
9	Carolina School of Broadcasting 3435 Performance Road Charlotte, North Carolina 28214 Phone : 704-395-9698 Email : alyson@nakatv.com Fax : 1-704-395-9698 Alyson Young	N	0
10	Central Piedmont Community College POB 35009 Career Center Charlotte, North Carolina 28202 Phone : 704-330-6551 Email : career.services@cpcc.edu Amber Shannon	N	0
11	Charlotte Mecklenburg NAACP PO Box 560786 Charlotte, North Carolina 28256 Phone : 704-372-7193 Email : naacp@charlottenaacp.com Career Services	N	0
12	Charlotte Observer 600 South Tryon Street Charlotte, North Carolina 28217 Phone : 704-358-5000 Fax : 1-704-358-5036 Yauna Williams	N	0
13	City of Charlotte Employment 600 East Trade Street Charlotte, North Carolina 28202 Career Services Manual Posting	N	0
14	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : www.clearcareers.com Career Services Manual Posting	N	0

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15	ClearCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.clearcareers.com Clear Channel Corporate Manual Posting	N	1
16	Craig's List P.O. Box 225159 San Francisco, California 94122 Url : www.craigslist.com Career Services Manual Posting	N	0
17	Current Employee - Transfer/Promotion	N	2
18	Davidson College 705 Griffith Street Davidson, North Carolina 28026 Phone : 704-894-2000 Fax : 1-704-894-2803 David Johnson	N	0
19	Employee Referral Patrick Sills	N	2
20	Employment Security Commision 7140 Forest Point Blvd,Suite A Charlotte, North Carolina 28217 Phone : 704-565-6865 Email : esc.jobs.charlottecentral@nccommerce.com Career Services	N	0
21	Former Employee Referral Glenn Grant	N	1
22	Goodwill Industries International 2122 Freedom Drive Charlotte, North Carolina 28208 Phone : 704-372-3434 Fax : 1-704-372-3228 Career Services	N	0

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23	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	1
24	Indeed.com	N	3
25	Johnson C Smith University 100 Beatties Ford Road Charlotte, North Carolina 28217 Phone : 704-378-1010 Email : bwilks@jcsu.edu Fax : 1-704-378-2020 Barbara Wilks	N	0
26	Kings College 322 Lamar Avenue Career Center Charlotte, North Carolina 28201 Phone : 704-372-0266 Fax : 1-704-348-2029 Ashely Branham	N	0
27	Linked In	N	1
28	Media Bistro 475 Park Avenue South New York, New York 10016 Career Services Manual Posting	N	0
29	Media Recruiter Centennial, Colorado 80016 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Email : art@mediarecruiter.com Art Scott	N	0
30	Monster 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Url : http://www.monster.com Fax : 1-402-472-8675 Brendan McCauley	N	0

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31	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
32	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : www.najb.org Fax : 1-301-314-1714 Ryan Williams	N	0
33	National Association of Minorities Texas Career Services Manual Posting	N	0
34	National Black MBA Association 180 N Michigan Ave Suite 1400 Chicago, Illinois 60601 Phone : 312-236-2622 Url : http://www.nbmbaa.org Email : mail@nbmbaa.org Fax : 1-312-236-0390 Career Services	N	0
35	National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales	N	0
36	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nlga.org Fax : 1-202-588-1818 Career Services	N	0
37	Native American Public Telecommunications Frank Blythe PO Box 23111 Lincoln, Nebraska Url : http://www.nativetelecom.org/ Email : native@unl.edu Frank Blythe	N	0

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38	NC Central University 1801 Fayetteville Street Career Center Durham, North Carolina 27707 Phone : 919-560-6100 Email : dhelmbrick@nccu.edu Fax : 1-919-530-6305 Donna Helmbrick	N	0
39	Nc Division of Vocational Rehab 5501 Executive Center Drive Suite 10 Charlotte, North Carolina 28212 Career Services Manual Posting	N	0
40	Non-Employee Referral	N	1
41	Queens College 1900 Selwyn Avenue Charlotte, North Carolina 28274 Phone : 704-337-2237 Email : careerprograms@queens.edu Fax : 1-704-337-2241 Bill Means	N	0
42	Radio & Records 2049 Century Park East Los Angeles, California 90067 Phone : 310-553-4330 Url : www.radioandrecords.com Email : elsalopez@clearchannel.com Fax : 1-831-796-4181 Lisa Deary	N	0
43	Radio 1 Broadcast School 700 3rd Street N. LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Email : director@radio1school.com Joe Deschler	N	0
44	Radio Advertising Bureau 1320 Greenway Drive Suite 500 Irving, Texas 75038 Phone : 800-232-3131 Url : www.rab.com Email : twyatt@rab.com Career Services	N	0

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45	Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Url : www.radio-online.com Career Services Manual Posting	N	0
46	Recruiter Lucas Group	N	2
47	The Charlotte Observer/Classified Department Charlotte, Louisiana Phone : 704-358-5340 Fax : 704-358-5340 Kim	N	0
48	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Scott McWilliams	N	0
49	TVandRadioJobs.com Texas Career Services Manual Posting	N	0
50	UNC Charlotte Center for Student Job Location Charlotte, North Carolina 28223 Phone : 704-547-2000 Fax : 1-704-547-2903 Angela Price	N	0
51	Unknown Referral Source	N	1
52	Urban Insite Website Texas Url : http://urbaninsite.com Email : webmaster@urbaninsite.com Career Services	N	0
53	Urban League of Central Carolina 740 West 5th. Street Charlotte, North Carolina 28202 Phone : 704-373-2256 Email : denise.moses@urbanleaguecc.org Career Services	N	0

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54	Winston Salem State University 601 S. Martin Luther King Jr. Drive Winston-Salem, North Carolina 27110 Phone : 336-750-2000 Career Services Manual Posting	N	0
55	Women's Commission 700 North Tryon Street Charlotte, North Carolina 28202 Phone : 704-336-3210 Career Services Manual Posting	N	0
56	Word of Mouth Referral	N	2
TOTAL INTERVIEWS OVER REPORTING PERIOD:			17

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	9/11/2013	Participation in events or programs sponsored by educational institutions	A 5 week lecture series at Connecticut School of Broadcasting. This lecture allows one of Clear Channel Charlotte's professionals to serve as an ambassador and help teach/showcase the importance of radio to the generations making their way toward the airwaves. Helping teach students how to speak, create and work as up and coming radio broadcasters. Teaching them ways to work equipment as well as creating effective commercials through being creative with their new ideas and new voices.	1	Production Director	0.25
2	12/9/2013	Participation in events or programs sponsored by educational institutions	A one day lecture to kick off the final winter series at Connecticut School of Broadcasting. This lecture allows one of Clear Channel Charlotte's professionals to help teach/showcase the importance of radio to future generations. Helping them know how to build relationships with clients that advertise- stressing importance of creativity through commercials using their new ideas and new voices.	1	Production Director	0.25
3	1/29/2014	Participation in Job Fairs	On Wednesday January 29, 2014 Clear Channel Charlotte participated in the annual Internship/Job Fair hosted by Applachian State University in Boone, NC. Clear Channel Charlotte has participated in this event multiple times over the years where multiple students are looking for internship/employment opportunitites that is held at the Grandfather Mountain Ballroom with 30 other companies that participated.	2	Promotions Manager Promotions Director	0.25

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4	2/27/2014	Participation in Job Fairs	On Thursday Feb. 27, 2014 Clear Channel Charlotte participated in the annual CIAA Career Expo hosted by Central Intercollegiate Athletic Association. Clear Channel Charlotte participates in this event each year, and it continues to grow tremendously from year to year. Hundreds of people looking for employment filled the enormous room at the Charlotte Convention Center to talk with the close to 100 companies that participated. Clear Channel had 5 Hiring Managers as well as 2 employees there to talk with interested parties	7	Digital/Internet Manager Promotions Manager Director of Sales Program Director	0.25
5	3/31/2014	Participation in events or programs sponsored by educational institutions	A 6 week lecture series at Connecticut School of Broadcasting. This lecture allows one of Clear Channel Charlotte's professionals to serve as an ambassador and help teach/showcase the importance of radio to the generations making their way toward the airwaves. Helping teach students how to build incredible relationships with clients that advertise.	1	Production Director	0.25
6	5/5/2014	Participation in events or programs sponsored by educational institutions	A 7 week lecture series at Carolina School of Broadcasting. This lecture allows one of Clear Channel Charlotte's professionals to serve as an ambassador and help teach/showcase the importance of radio to the generations making their way toward the airwaves. Helping teach students how to build incredible relationships with clients that advertise.	1	Program Director	0.25

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7	6/10/2014	Participation in events or programs sponsored by educational institutions	We participated in the Kellar Radio Talent Institute at Appalachian State University that was sponsored in part by the North Carolina Association of Broadcasters. This is a 10 day intense program that prepares students in finding their first jobs in the broadcasting industry. 3 of our employees that are industry professionals were asked to teach a total of 20 students that were accepted into the Institute that were either rising juniors or rising seniors or recent graduates. Each professional taught for one or two days helping educate this next generation of broadcasters.	3	Program Director Production Director Producer/On Air Talent	0.25
8	6/15/2014	Establishment of an intern program designed to assist members of the community	We conduct an on-going Internship Program that offers the opportunity to experience and learn all about the mechanics of the radio industry. We offer a well-rounded internship experience with participation in Promotions, Programming, Sales, Accounting, and Production. The internship covers one semester and all students applying must be eligible for college credit. We had 28 students participate in our internship program between 8/1/13 through 7/31/14	7		1.00
9	7/21/2014	Participation in events or programs sponsored by educational institutions	A 6 week lecture series at Connecticut School of Broadcasting. One of Clear Channel Charlotte's professionals goes to teach voice work, writing, production -teaching students to learn to love radio even if you're not the on air show- but help in other aspects-creating production champions that gives our clients success.	1	Production Director	0.25
TOTAL POINTS OVER REPORTING PERIOD:						3.00